## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## Headquarters (and below)

For 4th Quarter 2018 for period ending September 30, 2018

				Cor	nparati	ve Data								
Complaint Activity		Prev	ious I	iscal Y	Year Da	ıta	2010TL00 20							
	20	13 2	014	2015	2016	2017	2018Thru09-30							
Number of Complaints Filed	8	3	74	90	95	69	68							
Number of Complainants	8	3	74	90	84	64	64							
Repeat Filers	(	0	0	0	6	5	3							
Complaints Broken Down by	Comparative Data													
Basis <sup>1</sup>		Previous Fiscal Year Data 2018Th												
		2013	2014	4 201	5 2010	5 2017	30							
Race		- 28	16	30	28	17	21							
Color		13	10	17	12	10	10							
Religion		1	0	6	3	5	1							
Reprisal		48	44	54	58	43	34							
Sex		39	30	39	37	28	33							
PDA		0	0	1	0	0	0							

<sup>&</sup>lt;sup>1</sup> The Department notes that an EEO complaint may contain multiple bases (e.g., race, sex, etc.). As a result, the sum of the bases may exceed the number of EEO complaints for a given fiscal year.

Issue <sup>2</sup>	Previous Fiscal Year Data 2018Th 2013 2014 2015 2016 2017										
Complaints Broken Down by	Comparative Data										
Non-EEO	1	1	1	0	0	2					
Genetics	1	1	1	0	1	2					
Disability	22	21	22	42	27	24					
Age	36	34	35	43	33	29					
Equal Pay Act	1	2	1	0	1	2					
National Origin	9	6	11	6	4	6					

Complaints Broken Down by	Comparative Data												
Issue <sup>2</sup>	Pro	evious	Fiscal \	Year D	ata	2018Thru09							
	2013	2014	2015	2016	2017	30							
Appointment/Hire	14	16	20	12	6	4							
Assignment of Duties	21	18	14	21	9	16							
Awards	3	1	3	1	3	1							
Conversion to Full Time/Perm Status	0	0	0	0	0	0							
Disciplinary Action			de anno anno anno anno anno anno anno ann										
Demotion	2	1	0	1	0	0							
Reprimand	8	6	7	4	5	8							
Suspension	4	7	4	3	5	3							
Removal	0	2	0	3	1	5							
Other	0	0	5	3	5	0							
Duty Hours	4	1	4	3	1	2							
Perf. Eval./ Appraisal	23	14	21	15	13	13							
Examination/Test	0	0	1	0	0	0							

 $<sup>^2</sup>$  The Department notes that an EEO complaint may contain multiple issues (e.g., performance evaluation, telework, etc.). As a result, the sum of the issues may exceed the number of EEO complaints for a given fiscal year.

Harassment	Communication of the Communica	T				
Non-Sexual	26	25	40	30	34	25
Sexual	3	4	3	3	0	1
Medical Examination	3	2	0	0	0	0
Pay including overtime	5	2	3	0	1	2
Promotion/Non-Selection	14	8	12	9	8	14
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	7	5	7	7	4	6
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	2	0	4	1	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	1	2	0
Termination	5	8	2	6	9	3
Terms/Conditions of Employment	15	9	9	16	4	3
Time and Attendance	13	7	5	6	8	4
Training	7	4	3	3	3	3

	Contract and Contr	a palan menan menandah mengan palan menandah mengan palan men	n contraction de la contractio	Comp	oarative l	Data	
<b>Processing Time</b>		I	Previous	Fiscal Y	ear Data		2018Thru09-
	20	013	2014	2015	2016	2017	30
Complaints pending during	g fis	cal ye	ar				
Average number of days in investigation	24'	7.51	244.00	258.89	242.06	292.11	260.67
Average number of days in final action	11:	5.75	74.75	75.43	113.00	135.91	242.50
Complaint pending during	fisc	al yea	r where	hearing v	vas reque	sted	
Average number of days in investigation	260	0.44	250.21	263.53	220.40	302.67	237.86
Average number of days in final action	96	5.67	40.00	37.50	60.43	101.50	84.12
Complaint pending during	fisc	al yea	r where	hearing v	vas not re	equested	
Average number of days in investigation	239	9.48	237.57	252.71	267.32	260.95	297.91
Average number of days in final action	173	3.00	109.50	90.60	145.88	190.00	379.50
				Con	ıparativo	e Data	
Complaints Dismissed b Agency	y		Previou	s Fiscal	Year Da	ta	2018Thru09-
rigoney		2013	2014	2015	2016	2017	30
Total Complaints Dismissed by Agency		2	7	14	11	7	3
Average days pending price to dismissal	or	194.5	378.57	7 373.29	316	105.43	88
Com	ıplai	ints V	Vithdrav	vn by Co	mplaina	nts	
Total Complaints Withdrawn by Complainants		7	11	5	8	3	6

					Co	m	ıparat	ive Da	ta		
Total Final Agency Actions		Pr	evio	us	Fisca	1	Year L	ata	2018T	hru09-	
Finding Discrimination	20	13	20	14	201	5	2016	2017	3	0	
	#		#		#	1	#	#	#		
Total Number Findings	0		1		1		3	0	0		
Without Hearing	0		0		1		0	0	0		
With Hearing	0		1		0		3	0	0		
Findings of Discrimination				ta	A Victoria de la constanta de						
Rendered by Basis	encennelly all according to	Pro	eviou	2018TI	hru09-						
	20	2013		2014		5	2016	2017	30		
	#		#		#		#	#	#		
Total Number Findings <sup>3</sup>	1		0		1		3	0	0		
Race	0		0		0		1	0	0		
Color	0		0		0		1	0	0		
Religion	0		0		0		0	0	0		
Reprisal	1		0		0		2	0	0		
Sex	1		0		0		1	0	0		
PDA	0		0		0		0	0	0		
National Origin	0		0		0		0	0	0		
Equal Pay Act	0		0		0		0	0	0		
Age	0		0		0		0	0	0		
Disability	0		0		1		0	0	0		
Genetics	0		0		0		0	0	0		
Non-EEO	0		0		0		0	0	0		

<sup>&</sup>lt;sup>3</sup> The number of findings relates to the number of EEO complaints where a finding of discrimination has been made. Please note, however, that an EEO complaint may contain multiple bases (*e.g.*, race, sex, etc.). As a result, the sum of the bases may exceed the number of findings for a given fiscal year.

ndings After Hearing <sup>4</sup>	0	0	0	3	0	0	
Race	0	0	Ö	1	0	0	
Color	0	0	0	1	0	0	
Religion	0	0	0	0	0	0	
Reprisal	0	0	0	2	0	0	
Sex	0	0	0	1	0	0	
PDA	0	0	0	0	0	0	
National Origin	0	0	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	
Age	0	0	0	0	0	0	
Disability	0	0	0	0	0	0	
Genetics	0	0	0	0	0	0	
Non-EEO	0	0	0	0	0	0	
						n oppositiet van de komment van de k	
ndings Without Hearing <sup>5</sup>	1	0	1	0	0	0	
Race	0	0	0	0	0	0	
Color	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	
Reprisal	1	0	0	0	0	0	
Sex	1	0	0	0	0	0	
PDA	0	0	0	0	0	0	
National Origin	0	0	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	
Age	0	0	0	0	0	0	

<sup>&</sup>lt;sup>4</sup> See Footnote 3.
<sup>5</sup> See Footnote 3.

Disability	0		0	1		0		0		0				
Genetics	0		0	0		0		0		0				
Non-EEO	0		0	0		0		0		0				
	Comparative Data  Previous Fiscal Year Data  2010TH 00													
Findings of Discrimination		Prev	vious			hru09-								
Rendered by Issue <sup>6</sup>	201	3	2014	2	2015		2016		17	3	0			
	#		#	#		#		#		#				
<b>Total Number Findings</b>	1		0	1		3		0		0	,			
Appointment/Hire	0		0	0		0		0		0				
Assignment of Duties	0		0	0		2		0		0				
Awards	0		0	0		0		0		0				
Conversion to Full Time/Perm Status	0		0	0		0		0		0				
Disciplinary Action							ı	1	towns to					
Demotion	0		0	0		1		0		0				
Reprimand	0		0	0		0		0		0				
Suspension	0		0	0		0		0		0				
Removal	0		0	0		0		0		0				
Other	0		0	0		0		0		0	10.12			
Duty Hours	1		0	0		0		0		0				
Perf. Eval./ Appraisal	0		0	0		0		0		0				
	0		0	0		0		0		0				

<sup>&</sup>lt;sup>6</sup> The number of findings relates to the number of EEO complaints where a finding of discrimination has been made. Please note, however, that an EEO complaint may contain multiple issues (*e.g.*, performance evaluation, telework, etc.). As a result, the sum of the issues may exceed the number of findings for a given fiscal year.

Harassment		er errorina		e althoughold and health and		and the state of t	eri unumnum varaum in milion		a Nain-Mills said Mills agos co		
Non-Sexual	0		0		0	1		0	de distance de la constance de	0	
Sexual	0		0		0	0		0		0	
Medical Examination	0		0		0	0		0		0	
Pay including overtime	0		0	11	0	0		0		0	
Promotion/Non-Selection	0		0		0	0		0		0	
Reassignment					•						
Denied	0		0		0	0		0		0	
Directed	0		0		0	0		0		0	
Reasonable Accommodation Disability	0		0		O	0		0		0	
Reinstatement	0		0		0	0		0		0	
Religious Accommodation	0		0		0	0		0		0	
Retirement	0		0	7	0	0		0		0	
Sex-Stereotyping	0		0		0	0		0		0	
Telework	0	,	0		0	0		0		0	
Termination	0		0		0	0		0		0	
Terms/Conditions of Employment	0		0		1	0		0		0	
Time and Attendance	0		0		0	0		0		0	
Training	0		0		0	0		0		0	
Other - User Define			one of the second second								Agricultural de l'Agricultural
								44			
Findings After Hearing <sup>7</sup>	0		0		0	3		0		0	
Appointment/Hire	0		0		0	0		0		0	
Assignment of Duties	0		0		0	2		0		0	

<sup>&</sup>lt;sup>7</sup> See Footnote 6.

Awards	0		0	0		0	0		0	
Conversion to Full Time/Perm Status	0	The state of the s	0	0		0	0		0	
Disciplinary Action			The state of the s	activity (1, 1000 m.). The control of the control o	1 marging	Anna marana ya ya marana ka	1000001		E B. 1900 of the State of the American State of the State	10000000000
Demotion	0		0	0		1	0		0	
Reprimand	0		0	0	and the second	0	0		0	
Suspension	0		0	0		0	0		0	
Removal	0		0	0		0	0		0	
Other	0		0	0		0	0		0	
Duty Hours	0		0	0		0	0		0	
Perf. Eval./ Appraisal	0		0	0		0	0		0	
Examination/Test	0		0	0		0	0		0	
Harassment		A CONTRACTOR		NESCON		ISS	I .			L
Non-Sexual	0		0	0		1	0		0	
Sexual	0		0	0		0	0		0	
Medical Examination	0		0	0		0	0		0	
Pay including overtime	0		0	0		0	0		0	
Promotion/Non-Selection	0		0	0		0	0		0	
Reassignment			21 F336		E de la constitución de la const					k
Denied	0		0	0		0	0		0	
Directed	0		0	0		0	0		0	
Reasonable Accommodation Disability	0		0	0		0	0		0	
Reinstatement	0		0	0		0	0		0	
Religious Accommodation	0		0	0		0	0		0	
Retirement	0		0	0		0	0	5.53	0	
Sex-Stereotyping	0	95	0	0		0	0		0	

Telework	0		0		0	0		0		0	
Termination	0		0		0	0		0		0	
Terms/Conditions of Employment	0		0		0	0		0		0	A
Time and Attendance	0		0		0	0		0		0	
Training	0		0		0	0		0		0	
Other - User Define											
Tindings With out it aring 8	1				1	0	•	0			
Findings Without Hearing <sup>8</sup>	1		0		1	0		0		0	1
Appointment/Hire	0		0	1.7	0	0		0		0	
Assignment of Duties	0		0		0	0		0		0	
Awards	0		0		0	0		0		0	
Conversion to Full Time/Perm Status	0		0		0	0		0		0	
Disciplinary Action	2	ELTYNSTIE					, , , , , ,	************	heesterd (		
Demotion	0		0		0	0		0		0	
Reprimand	0		0		0	0		0		0	
Suspension	0		0		0	0		0		0	
Removal	0		0		0	0		0		0	
Other	0		0		0	0		0		0	
Duty Hours	1		0		0	0		0		0	
Perf. Eval./ Appraisal	0		0		0	0		0		0	
Examination/Test	0		0		0	0		0		0	
Harassment											Community of the Commun
Non-Sexual	0		0	AT.	0	0		0		0	
Sexual	0		0		0	0		0		0	

<sup>&</sup>lt;sup>8</sup> See Footnote 6.

Medical Examination	0		0	0	0	0	0	
Pay including overtime	0		0	0	0	0	0	į.
Promotion/Non-Selection	0		0	0	0	0	0	
Reassignment		-						
Denied	0		0	0	0	0	0	
Directed	0		0	0	0	0	0	
Reasonable Accommodation Disability	0		0	0	0	0	0	
Reinstatement	0		Ò	0	0	0	0	
Religious Accommodation	0		0	0	0	0	0	
Retirement	0		0	0	0	0	0	
Sex-Stereotyping	0	ľ	0	0	0	0	0	
Telework	0		0	0	0	0	0	
Termination	0		0	0	0	0	0	
Terms/Conditions of Employment	0		0	1	0	0	0	
Time and Attendance	0		0	0	0	0	0	
Training	0		0	0	0	0	. 0	

Other - User Define

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						
	Previous Fiscal Year Data					2018Thru09-	
	2013	2014	2015	2016	2017	30	
Total complaints from previous Fiscal Years	42	62	65	84	101	94	
Total Complainants	42	62	65	81	86	80	

Number complaints pending						
Investigation	5	12	7	8	4	3
ROI issued, pending Complainant's action	0	1	0	0	1	0
Hearing	26	38	49	59	85	66
Final Agency Action	4	4	4	11	4	19
Appeal with EEOC Office of Federal Operations	4	159	55	69	34	30

Complaint Investigations	Comparative Data							
	Pro	evious	20178Thru09-					
	2013	2014	2015	2016	2017	30		
Pending Complaints Where Investigations Exceed Required Time Frames	17	24	20	26	8	11		